

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

April 20 – 21, 2006

MINUTES

THURSDAY SESSION

MEETING CALLED TO ORDER at 9:10 a.m.

ROLL CALL – quorum was present

MOMENT OF SILENCE for Anthony Haener, deceased, burn victim Todd Taylor, and Dana Steele.

GREETINGS: Mr. Donald Howell, Director of the Spokane Skills Center, addressed the WSATC and apprenticeship audience.

Mr. Howell operates a school that serves all of the high schools from ten school districts in the area. Our mission is to offer students programs that are either too expensive or too specialized to be successfully operated in every single high school in the state.

They have a Construction and a Welding Pre-apprenticeship Program, thanks to some of the folks in this room, because really it was our Apprenticeship directors here in this town that got together and worked with us to develop these programs.

Spokane Skills Center has been here for 25 years. We are excited about the developments that we see today because, in those 25 years, we have kind of been a stepchild in our community. Nobody knew who we were, where we were at, why we needed construction programs, welding programs, automotive programs, etc.

Skills centers are an important part of what I hope all of you are here to do, because I think we have a solution that will help you connect better with the schools.

The purpose of a skills center is the same purpose that you have. We want young people to understand what it takes to be successful in real work; not the ideas, not just the concepts, not just the elements of knowledge, but what it looks like, what it feels like and what it takes to get along, what it takes to help a company be profitable and move forward.

We are excited about the many bills passed this year, supporting these kinds of programs and skills centers specifically. We are all looking forward to working more closely with you, developing programs that will have youth thinking not just about going to college, not just about becoming attorneys, but youth that are thinking about going on into apprenticeship programs and being successful in short order.

I know our Apprenticeship folks here tell us, on a constant basis, that we won't have enough people to fill the need in just a few years. In fact, we are struggling now. Where you may be looking for older young adults to enter these fields, I think we're going to have to start looking more seriously at preparing youth right out of high school that are serious about

working in these industries and therefore working hand in hand with you to build America tomorrow.

Brochures and DVDs are out on the hand out table.

Thank you again for coming to Spokane. Welcome today.

MINUTES: *M/S/C* to approve the minutes with correction of John Lynch's name from the Department of General Administration.

CERTIFICATES OF MERITORIOUS SERVICE:

<u>Name</u>	<u>Organization</u>
Allen Layton (posthumously awarded)	Inland Northwest Associated General Contractors Open Shop Apprenticeship Programs; Carpenters and Heavy Equipment Operators Committee
Robert Swenson	The Boeing / IAM Joint Apprenticeship Program
Glenn Washam	LU 112 – NECA Electrical Apprenticeship Committee
Morris Mehrer	Western Washington Lathing, Acoustical & Drywall System & Thermal Insulation Installers Apprenticeship Committee
Mark Hadfield	Western Washington Lathing, Acoustical & Drywall System & Thermal Insulation Installers Apprenticeship Committee
Michael Fleer	Western Washington Lathing, Acoustical & Drywall System & Thermal Insulation Installers Apprenticeship Committee
Rob VanAlstyne	Western Washington Lathing, Acoustical & Drywall System & Thermal Insulation Installers Apprenticeship Committee
Andy Mednikoff	Western Washington Lathing, Acoustical & Drywall System & Thermal Insulation Installers Apprenticeship Committee

CORRESPONDENCE: *M/S/C* to approve the correspondence log dated April 20, 2006 as an attachment to the record of today's council meeting.

REPORTS:

State Board for Community and Technical Colleges

Pat Ward, with the State Board for Community and Technical Colleges, reported that the operating budget for the Community and Technical College system increased general enrollment, which resulted in an additional 66 FTE for Apprenticeship programs. These are called the set-aside funds that we allocate to the system.

We grew by 66 FTE for a total of 628 that we'll allocate. And the per-FTE rate increased from \$3,776 per FTE to \$3,855. On the negative side, tuition also increased for this year. It increased by 3.4 percent, which means tuition for apprentices is \$37 per credit or \$2.47 per clock hour.

The contract rates and the rent rates remain the same for this year.

The applications for the set-aside FTE will be going out May 21st, and the colleges will have about six weeks to get them to us.

Workforce Training and Education Coordinating Board

Ellen O'Brien-Saunders: I imagine I should say boom, boom, but the thunder they're describing is on a sheet that I left out at the front table. And I made sure that all of the council members got one.

My purpose in bringing this to you is that I know that the Apprenticeship community has a lot to celebrate that came out of this legislative session. But I wanted to also share with you that the larger Workforce community has a lot to celebrate too that came out of this legislative session.

This was the best legislative session in the last decade on a whole range of fronts. In fact, I've just finished writing thank-yous to the legislators who were instrumental in doing their part. There were many of them who did their part to bring home this very wonderful set of budget items and bills.

Of particular importance to the Workforce Board was the very significant investment in an improved Career Guidance System for our state. We know that we need to have youth finish high school, be engaged in high school, take advantage of high school, think about high school courses, and that their work in high school contributes to their future.

The Navigation 101 program definitely brings home that message to youth in a way that doesn't feel like people are preaching to them but that they are, in fact, designing their own education. The legislature and the governor asked for money. Terry Bergeson asked for money and the legislature delivered money. We are thrilled about that. This sheet really gives you a sense on both sides of what they did. Many, many, many people have helped to make this happen over the years.

One of the things that I think is becoming increasingly clear to the legislature is the fact that, if we do not have a skilled workforce, we will not have a competitive stable economy. And with the skills shortages that are occurring in many, many industries, the legislature is right there in trying to help build that skilled workforce. The governor's investment in Washington Learns is another piece of this agenda.

At our May 11th meeting, we will hear about what earnings and employment is for all the completers of Apprenticeship as well as all the other programs. In June we will hear about the net impact, what difference these programs make. I'll give you a little hint that, on average, if someone completes an Apprenticeship Program, their salary is \$52,377 a year, which isn't shabby. And if you don't complete the average is \$33,229.

I just want to say thank Nancy and Patrick personally. I want to thank Anne Wetmore and Randy, who have taught me almost everything I know about apprenticeship.

Melinda and Susan and Al and the rest of the members of the Council, your role is so critical in helping our state to be competitive and meeting the challenges of the future. I know that whoever steps into my shoes is going to want to build a strong bridge, a relationship with you and with the Apprenticeship community. Thank you very much.

COUNCILMEMBER LINK thanked Ellen for her many, twelve or more, years of service. He explained that for those of who didn't know and understand the Workforce Training Board, in our state, we're one of the few states where it's a balanced board. There's three business, three labor, and three public sector members. We are very proud of that board and the work they have done for us over the years.

COUNCILMEMBER WOODS had a couple of comments regarding Ellen:

She has had a tremendously challenging job. She started the Workforce Board a member of the legislation passed to our committee back in 1991 or 1990. It was a formidable task. She brought this new agency up from nothing, because it did not exist prior to her time. She also dealt with a very contentious arena.

Ms. O'Brien-Saunders thanked the Council and Mr. Woods.

Employment Security Department

NO REPORT

Apprenticeship Training, Employer, and Labor Services (ATELS)

Anne Wetmore reported that at the national level, for the U.S. Department of Labor and the Employment Training Administration, a name change on a federal and a regional level, ATELS is now the Office of Apprenticeship; so U.S. DOL Office of Apprenticeship (OA).

Anne handed out copies and placed on the hand out table their Bulletin 0416, which has to do with making the public aware that we have added our bulletins and circulars to our ATELS website.

Anne recognized in the audience Bill Kober, Apprenticeship Director, and John Cantrell, both from Idaho. They are here to attend the Reciprocity Subcommittee meeting today at 3:00 o'clock.

On May 4th and 5th, at the Yakima Valley Community College, their Center of Excellence for Allied Health, is having their second statewide convention, "Allied Health Spring Conference

Office of Superintendent of Public Instruction

Moe Broom, OSPI, reported that they have finalized the Craft Skills core units of instruction that we are asking all schools that teach any of the crafts use in preparation for either apprenticeship or postsecondary training. Those units include units in Basic Communications, Basic Employability Skills, Basic Safety Construction/Math, Introduction to Hand Tools, Introduction to Power Tools, and Introduction to Blueprint Reading.

On May 17th, OSPI is holding a Stakeholders Meeting to work on the new Apprenticeship bill and work the effort that OSPI is making to promote apprenticeships within the secondary system. Rod Duckworth will be sending out invitations this week for that meeting.

Moe also reported that they have 56 instructors that were trained and are now certified instructors with NCCER.

Higher Education Coordinating Board

NO REPORT

Labor and Industries Affirmative Action Advisory Committee

Councilmember Nichols reported that as Peter Guzman was not here this week, there was a presentation yesterday from folks from the City of Seattle, Alice Lockridge and Mary Beth Josef, who talked a lot about how to recruit women and people of color into Apprenticeship. It was very well received. We appreciate the efforts made by the presenters.

General Administration, State of Washington

Roland Orr and Adam Lawrence represented GA. Roland Orr reported on the progress of this quarter for Public Works to be approximately 36 active projects that require apprenticeship participation. Of these projects, there are about 110,950 apprentice hours, averaging approximately 17.42 percent apprenticeship participation on these projects.

The minority and women involvement has risen a little bit. The MBE participation has gone up 2.89 percent from last quarter. The women participation increased .74 percent.

We have met with the Department of Transportation. They are going to use our model to report their participation.

Adam Lawrence spoke to one of the ways in which GA is making their reporting process easy for the contractors, their new on-line reporting platform, which was developed by their IS team last year.

Oregon State Apprenticeship and Training Council

NO REPORT

Washington State Coordinators' Association

William Bowser reported that Coordinators held their meeting yesterday at 1:00 o'clock here in the hotel. We had a brief presentation regarding the Sisters in the Building Trades, our organization to support the sisters and to help in recruiting and mentoring. Ironworkers in Seattle have been supporting them as well as Electricians and many of the other trades.

We heard reports from Dave Castle, with the Eastern Washington Coordinators Association, and from Larry Walters, with the Western Washington Coordinators.

There was an announcement from Marvin Jenkins, with the Washington State Department of Transportation, is planning two workshops, one in Seattle on September 29th, at Seattle Vocational Institute, for small contractors and community members, and another one here in Spokane, a Construction Career Day on October 5 and 6, that will involve Apprenticeship presentations.

We heard a report from Pat Ward regarding the tuition increase and the additional FTEs available.

We heard a presentation from Labor and Industries Claims Management, talking about the increase in the modification rates for related supplemental instruction, while apprentices are attending, and some ways to mitigate injuries and to help with those costs.

And then we heard a presentation from Seattle City Light on the recruiting of women, which was very good.

Secretary, Washington State Apprenticeship and Training Council

COUNCILMEMBER WOODS reported on the mention of a number of bills that passed this year regarding apprenticeship, I thought I should highlight a couple of them and the activity of many of the people in this room to get them passed.

One was the Department of Transportation utilization (Senate Bill 6480) and another was the governor's bill that was mentioned (House Bill 2789) with the pre-apprenticeship. This bill brought into focus the importance of this issue from the governor's office across a whole array of issues from education, workforce, apprenticeship, economic development.

The governor's leadership and personal involvement was key, along with a few others who were involved in this task. One of them is in this room, Peter Bogdanoff, who's from the governor's office. The others are Dana Richardson, Melinda Nicholson, Susan Crane.

There is a bill dealing with cosmetology, also dealing with apprenticeship.

The Department is supporting the Apprenticeship community. In the coming year, we are looking at upgrading our computer system.

Finally, the Department has a new position in Apprenticeship available and we'd like you to consider it. It is going to be supporting the governor's initiative, along with some other areas.

WSATC Compliance Review and Retention Subcommittee

VICE-CHAIR CROW reported that the Washington State Compliance and Retention Subcommittee met for several hours.

The Subcommittee members discussed some slight differences when we're talking about retention and completion and how we want to proceed in the future with Apprenticeship programs to help them increase their retention and completion rates.

We looked at the retention as a milestone measurement of how many people have entered the program at one given point, let's say in the start of a year, and, at the end of the year, how many are still remaining in the program and, for example, over a four-year apprenticeship program, how many started in the first year and how many completed at the end of the fourth year. So we're looking at these items individually for each program so we can help each program make improvements based upon their previous history of retention and completions. So we will be establishing a policy.

So, for example, if a program had a 30 percent completion rate, we want to lift up their completion rate to, say, 35 percent. That's what we'll be setting a benchmark for. And the retention reports for that program will be given to them to show them where they're standing, at the point in history, to help them meet that completion goal.

So everybody's going to have to pay attention to the Compliance Review and Retention Subcommittee reports, what we're planning on doing and the policy that's going to come out.

We listened to various programs about their struggles with meeting the minority and women in the trades and also the retention and completion.

We had a report yesterday from a large Spokane group that had concerns over the goals that were being set; and maybe they need to be looked at as well. And the Subcommittee will be looking at that as well, to see if we have an accurate goal for each program, because we do have some questions about that. We are going to make progress.

In the meantime, we have the minutes of yesterday's meeting published.

WSATC COMPLIANCE REVIEW AND RETENTION SUBCOMMITTEE

MINUTES

April 19, 2006 – 9:00 A.M. – 2:45 P.M.
3:30 P.M. – 4:35 P.M.

Meeting called to order by Pete Crow

Roll Call: Present: Susan Crane; Melinda Nichols; Pete Crow; Dave Johnson; Absent: Anne Wetmore

Presentation by Stephanie Kellner on her research on women in the trades

OLD BUSINESS:

Completion and Retention Rates:

The Subcommittee had a meeting on this issue on April 4, 2006. Some of the issues that were discussed where the subcommittee wants to see retention rates from one year early, as of December 31st each January. For Example, retention rates can be seen in January 2007 for those apprentices registered in 2006. Retention rates for 2004 will be reviewed at the April 2006 meeting.

The subcommittee wants to see retention rates for all years beginning with the 2004 registration period. Retention rates seen at the January 2007 meeting will be as follows: 2004 as of December 31, 2006; 2005 as of December 31, 2006. Retention rates seen at the January 2008 meeting will be as follows: 2004 as of December 31, 2007; 2005 as of December 31, 2007; 2006 as of December 31 2007. This will repeat each year until approximately 6 years is included, which should cover our longest occupation period of 10,000 hours, which is approximately 5 years.

Completion rates will be viewed in comparison by program with other like programs. Electricians will be compared to an electrical program; Carpenter programs will be compared to other carpenter programs.

Another one of the issues that we discussed is that it is very difficult to bring people to have a discussion about their completion rates over things that have already happened. Programs would have a real difficulty in changing the completion rate on prior stuff that happened and things that have already occurred before. It is going to take some time so that we have the ability to change the outcome to these numbers.

When we are talking about retention rate and completion rate, they are slightly different things. A retention rate is how many people have started the program and how many are still in the program in a certain period of time.

The completion rate would be the rate where you started apprentices one year and you had a four year program, for example, and four years later how many completed.

The retention rate would be like a milestone of where they are. We are hoping that milestone to show the programs where they are on retention will help guide them and make adjustments to maybe some of those of those procedures that they have been taking rather

than start putting sanctions on a program where apprentices have already left the program. And now all of a sudden we are going to establish a new goal for you where you cannot do anything about that apprentice that has already left the program.

On your completion rates, we want to make sure everybody is clear your goal, we plan on setting goals for each program, for example if you have a 35% rate, your goal would be to lift that rate up; i.e.: you have 20, we would want to see you get to 30; you have 30, the goal would be 35; and so on. We plan on looking individually at each program in working to that goal.

There will be a sliding scale on the percentage of increase. Someone that has 75% would not be given the goal of a 10% increase as a program that is at 20%. It will depend on your present completion rate is so as not to disincentive folks who are already doing an excellent job on completion rates.

One other subject that we talked about is that some of the programs have very low completions rates, we are looking at what the factors are that are influencing those completion rate numbers. For example, roofing seems to have a very low completion rate. Well, we know that it is dirty, tough, sometimes it is seasonal, etc. We are looking at an 'individual' basis.

Corrections to minutes from December 12, 2005 CRRS meeting:

M/S/C to accept the corrected December 12, 2005 Subcommittee minutes.

2004 Affirmative Action/Compliance Reviews

1. Avista Corporation
M/S/C to find in compliance by 'good faith effort' for minorities and females.
2. Eastern Washington and Northern Idaho Cement Masons Apprenticeship Committee
M/S/C to find in compliance by 'good faith effort' for females and by 'numbers' for minorities.
3. Eastern Washington and Northern Idaho Painters and Allied Trades Apprenticeship Committee
M/S/C to find in compliance for their administrative; in compliance by 'good faith effort' for females and by 'numbers' for minorities. They need to come back in 1 year.
4. Eastern Washington, Northern Idaho, and Montana Asbestos Workers Apprenticeship Committee
M/S/C to find in compliance for their administrative
5. Floormart Inc. - Tile Setter Apprenticeship Committee
M/S/C to find in compliance for their administrative
6. Floormart Inc. Carpet, Linoleum, and Soft Tile Layer
M/S/C to find in compliance for their administrative

7. Inland Empire Electrical Training Trust
M/S/C to find in compliance for their administrative; in compliance by 'good faith effort' for females and by 'numbers' for minorities.
8. Inland Empire Plumbing and Pipefitting Industry Apprenticeship Training Committee
M/S/C to find in compliance for their administrative; in compliance by 'good faith effort' for females and minorities.
9. Inland Empire Roofers and Employers Apprenticeship Committee
M/S/C to find in compliance for their administrative; in compliance by 'good faith effort' for females and by 'numbers' for minorities.
10. Inland Northwest Chapter Associated General Contractors Carpenters Apprenticeship Committee
M/S/C to find in compliance for their administrative; in compliance by 'good faith effort' for females and minorities. Program would like to return next quarter in Vancouver.
11. Inland Northwest Chapter Associated General Contractors Operators Apprenticeship Committee
M/S/C to find in compliance for their administrative; in compliance by 'good faith effort' for females and minorities.
12. Inland Northwest Masonry Apprenticeship Committee
M/S/C to find in compliance for their administrative; in compliance by 'good faith effort' for females and by 'numbers' for minorities.
13. International Union of Operating Engineers Local #280 Apprenticeship Committee
M/S/C to find in compliance for their administrative; less than 5 programs
14. Linoleum and Carpet City/Spokane Floor Covering Association
M/S/C to find in compliance.
15. Northeastern Washington-Northern Idaho Sheet Metal Apprenticeship Committee
M/S/C to find in compliance for their administrative; in compliance by 'good faith effort' for females and by 'numbers' for minorities.
16. Spokane Home Builders Association, Inc. Apprenticeship Committee
M/S/C to find in compliance for their administrative; in compliance by 'good faith effort' for females and by 'numbers' for minorities.
17. Alcoa Industrial Maintenance Mechanic
M/S/C to find in compliance for their administrative; less than 5
18. Chelan County Public Utility District No. 1 Apprenticeship Committee
M/S/C to find in compliance for their administrative; in compliance by 'good faith effort' for females and minorities OR by 'numbers' for females and minorities, which ever is correct.

19. Eastern Washington - Northeast Oregon Pipe Trades Apprenticeship Committee
M/S/C to find in compliance for their administrative; out of compliance for females and in compliance by 'good faith effort' for minorities. This program to come back in the fall (Pasco) with an update.
20. Southeastern Washington/Northeastern Oregon Sheet Metal Workers Apprenticeship Committee
M/S/C to find in compliance for their administrative; in compliance by 'good faith effort' for females and minorities.
21. Yakima Fire Department Fire Medic Standard
M/S/C to find in compliance for their administrative; less than 5 programs
22. Northwest Automotive Heavy Duty Equipment Apprenticeship Committee
M/S/C to place in abeyance until program makes decision to cancel or not.
23. Pierce County Meatcutters Apprenticeship Committee
M/S/C to find in compliance by 'numbers' for minorities and females; program to report at the next council meeting on their Administrative status.
24. Southwest Washington Pipe Trades Apprenticeship Committee
M/S/C to find in compliance for their administrative; in compliance by 'good faith effort' for females and minorities.
25. Glaziers, Architectural Metal and Glassworkers Apprenticeship Committee
M/S/C to find in compliance for their administrative; in compliance by 'good faith effort' for females and for minorities. (Melinda: min by numbers?)
26. Washington State Cosmetology Apprenticeship Committee
M/S/C to require the program to come to the next quarterly meeting.
27. Washington State Fire Fighters Apprenticeship Committee
M/S/C to find in compliance for their administrative; in compliance by 'good faith effort' for females and by 'numbers' for minorities.
28. Centralia Fire Department Apprenticeship Committee
M/S/C that program report by next council meeting or may be considered for sanctions, including or up to no longer able to register apprentices.)
29. Grays Harbor Paper L.P. Apprenticeship Committee
M/S/C to find in compliance for their administrative.
30. Hoquiam Fire Department Apprenticeship Committee
M/S/C to find in compliance for their administrative.
31. Lewis County P.U.D. Apprenticeship Committee
M/S/C to find in compliance for their administrative; in compliance by 'good faith effort' for females and by 'numbers' for minorities.

32. Northwest Line Construction Industry JATC
M/S/C to find in compliance for their administrative; in compliance by 'good faith effort' for females and by 'numbers' for minorities.
33. Power Line Clearance and Tree Trimmers Apprenticeship Committee
M/S/C to find in compliance for their administrative; in compliance by 'good faith effort' for females and by 'numbers' for minorities.
34. Electroimpact, Inc. Engineer Technician Plant Apprenticeship Program
M/S/C to find in compliance for their administrative; in compliance by 'good faith effort' for females and by 'numbers' for minorities.

NEW BUSINESS:

2005 Affirmative Action/Compliance Reviews

35. Binyon Vision Center
M/S/C to review when their program becomes active.
36. Electroimpact Inc. Engineer Technician Apprenticeship Program
M/S/C to find in compliance for their administrative; in compliance by 'good faith effort' for females and by 'numbers' for minorities.
37. Intalco Aluminum Corporation Joint Apprenticeship Training Committee
M/S/C to make variance inactivity.
38. Northwest Washington Carpet, Linoleum, & Soft Tile Apprenticeship Committee
M/S/C to defer to move to tomorrow's meeting.

M/S/C to approve April 19, 2006 Compliance Review & Retention Subcommittee minutes

Washington Council Compliance Completion and Retention Subcommittee

MINUTE CORRECTIONS

December 12, 2005

Meeting called to order at 8:20 AM. Roll Call

6. Northeastern Washington Northern Idaho Sheet Metal JATC 152
M/S/C to find the program in compliance for minorities by numbers and out of compliance for females. The committee needs to come to the sub-committee in April and show the subcommittee their plan to remedy the situation. If not, there could be sanctions against the program.
8. Spokane Home Builders Assoc Inc. 288
M/S/C to find the program in compliance for minorities by numbers and out of compliance for females. The committee needs to come to the subcommittee meeting in April and show their plan to remedy the situation. If not, there could be sanctions against the program.

9. Alcoa Industrial Maintenance Electrician 612
M/S/C to place the program compliance review in abeyance until it becomes active.
 10. Alcoa Industrial Maintenance Mechanic 614
M/S/C to place the program compliance review in abeyance until it becomes active.
 11. Benton Rural Electric Assoc JATC 277
M/S/C to find the program in compliance with good faith effort for minorities and females. The program needs to send in the RSI and OJT information to the Department. Also to send in journey-level wage report.
 32. International Union of Elevator Constructors, Local 19 - National Elevator Industry Educational Program 1618
M/S/C to find the program in compliance for females and minorities by good faith effort and the program is in compliance for year 2004.
 45. Signal Electric Apprenticeship Committee 120
M/S/C to find the program out of compliance. The program will need to come to the July subcommittee meeting with an action plan as to how they will recruit females and minorities. This action plan should also cover how they are going to complete their apprentices. If they cannot come up with an action plan to address these issues the subcommittee could impose sanctions and possible cancellation. Subcommittee wants to review the status of the 2005 apprentices.
 48. Washington Structural Metal Fabricators Apprenticeship Committee 124
M/S/C to put the program compliance review in abeyance until it becomes active
 52. Dispensing Optician Joint Apprenticeship and Training Committee 624
M/S/C to find the program in compliance by numbers and they are to be commended for their good work. AC to report back in July on the programs progress with their administrative paperwork.
 58. Western Washington Operating Engineers Facilities Custodial Services Apprenticeship Committee 397
M/S/C to find the program in compliance by GFE for minorities and females. The program is in compliance for year of 2004.
 74. Southwest Washington Electrical Joint Apprenticeship and Training Committee 150
M/S/C to find the program in compliance for minorities by GFE and out of compliance with females. The program needs to come back to the sub-committee in July with an action plan as to how they are going to recruit females, or sanctions could occur.
 76. Tacoma Machinists Apprenticeship Committee 72
M/S/C to find the program in compliance by numbers for minorities and for females by good faith effort. The program is in compliance for the year 2004.
 95. TransAlta Centralia Generation LLC/IBEW Local 125 1000
M/S/C to place the program compliance review in abeyance until it becomes active.
 97. Weyerhaeuser Company Apprenticeship Committee (Raymond) 200
M/S/C to find the program in compliance by numbers for minorities and women and their paperwork. The program is in compliance for the year 2004.
- M/S/C to approve December 12, 2005 Compliance Review & Retention Subcommittee corrected minutes**

WSATC COMPLIANCE REVIEW AND RETENTION SUBCOMMITTEE

MINUTES

January 20, 2006

OLD BUSINESS:

M/S/C to approve December 12, 2005 meeting minutes

MOTION: 2005 Compliance Reviews:

The Council passed a large policy on compliance reviews, and retention issues at the October 2004 WSATC meeting.

Now that the 2004 Compliance Reviews have been completed by the Department, the following is a directive to the Department concerning the 2005 Compliance Reviews.

Apprenticeship program full EEO/Compliance Reviews will be conducted in the form and format approved by the WSATC.

- New apprenticeship Programs shall be reviewed annually by the committee for the first three (3) years
- Existing programs will be reviewed each year except as follows:
 - o Programs in existence for three (3) years or more and have been found to be in compliance by numbers for women and minorities during the previous review will not be scheduled for review for two (2) years.
 - o Programs in existence for three (3) years or more and have been found to be in compliance by numbers for women OR minorities, and other by Good Faith Effort for 2004, will not be scheduled for review for one (1) year.
 - o Programs which have LESS THAN 5 ACTIVE apprentices in the CY 2005, will not receive a compliance review for 2005.
 - o All other programs will receive a 2005 full review per current criteria.
 - o All reviews to be completed by November 20, 2006.

Additional reviews may be scheduled based upon complaints about the operation of the program directive from the WSATC or if department staff detects indicators that the program is not operating in compliance.
- All other details for the 2005 Compliance Reviews will be the same as the October 2004 motion concerning 2004 Compliance Reviews

2004 Affirmative Action/Compliance Reviews

1. Grays Harbor Paper L.P. Apprenticeship Committee 577
M/S/C to postpone any action on this committee until April.
2. Inland Northwest Chapter Associated General Contractors Carpenters Apprenticeship Committee 559

M/S/C to accept this information given to us and the time line and we request to see this program in April where we can make a further determination at that time.

3. Inland Northwest Chapter Associated General Contractors Operators Apprenticeship Committee 560

M/S/C to accept this information given to us and the time line and we request to see this program in April where we can make a further determination at that time

4. International Union of Operating Engineers Local #280 Apprenticeship Committee 265

M/S/C to put this program in abeyance until April, 2006 to meet with the committee in Spokane and we expect them to work with their Apprenticeship Coordinator to clear up any administrative problems.

5. Yakima Fire Department Fire Medic Standard 641

M/S/C to require them to come to the Spokane meeting in April to explain to this committee regarding their view of their program and how it conforms to the State Apprenticeship guidelines.

NEW BUSINESS:

2004 Affirmative Action/Compliance Reviews

6. City of Seattle, Washington Apprenticeship Committee 208

M/S/C to find this program in compliance with numbers for minorities and for good faith effort for females.

7. City of Tacoma - Water Division Apprenticeship Committee 59

M/S/C to find this program in compliance with numbers for minorities and for good faith effort for females.

8. Clark County P.U.D. No. 1 Apprenticeship Committee 163

M/S/C to find this program in compliance with good faith effort for females and minorities

9. Cowlitz County P.U.D. Apprenticeship Committee 350

M/S/C to insure the Labor & Industries Apprentice consultant is provided a minimum of 72 hours of advance notification of JATC meetings and is invited and allowed to attend.

10. Directorate of Logistics, Ft. Lewis, Washington and Skookum Corporation Apprenticeship Committee 1670

M/S/C to find them in compliance with numbers for minorities and good faith effort for females and they continue to work with their Apprenticeship Consultant

11. Early Care and Education Apprenticeship Committee 632

M/S/C to find this program in compliance with numbers for minorities and females.

12. Eastern Washington and Northern Idaho Painters and Allied Trades Apprenticeship Committee 161

M/S/C to find program in compliance with numbers for minorities and good faith effort for females. This committee is out of compliance with the administrative

- paperwork. This program is directed to work with their consultant to bring this paperwork into compliance and this information will be brought to this subcommittee in April.
13. Energy Northwest Industrial Maintenance Electrician 646
M/S/C to find them in compliance.
 14. Franklin P.U.D. - Local 77 IBEW Apprenticeship Committee 1184
M/S/C to find them in compliance.
 15. Georgia Pacific and the AWPPW Local #5 Apprenticeship Committee 596
M/S/C to find this program in compliance with numbers for females and minorities.
 16. Grays Harbor Area Carpenters Apprenticeship Committee 69
M/S/C to find this program in compliance with numbers for minorities and good faith effort for females.
 17. Inland Empire Electrical Training Trust 143
M/S/C to find them in compliance with good faith effort for minorities and out of compliance for females and they will be required to come to the April meeting with an action plan. This program is to work with their consultant to bring their administrative paperwork in compliance. The consultant will then bring the results back to the subcommittee meeting in April.
 18. LU 112 - NECA Electrical Apprenticeship Committee 81
M/S/C to find this program in compliance with good faith effort for minorities and females.
 19. Mercer Island Fire Department Plant Program 117
M/S/C Depending on the 2005 compliance review, if nothing has changed with this committee, the recommendation would be to cancel
 20. Northwest Automotive Heavy Duty Equipment Apprenticeship Committee 54
M/S/C to find this program in compliance for good faith effort for minorities and out of compliance with females and they are directed to write an action plan as to how they are going to recruit females and bring it to this committee in April, 2006.
 21. Northwest Laborers Apprenticeship Committee 71
M/S/C to find this program in compliance with numbers and in compliance with good faith effort for females
 22. Northwest Line Construction Industry JATC 487
M/S/C to postpone this review until July 2006.
 23. Okanogan County Electric (Lineman) 376
M/S/C to find this program in compliance Under '5'
 24. Okanogan County Electric Cooperative Meter Electrical 634
M/S/C to find this program in compliance Under '5'

25. Pacific Power & LU 125 JATC, Lineman 1185
M/S/C to find this program in compliance Under '5'
26. Pacific Power & LU 125 JATC, Meter Technician 1186
M/S/C to find this program in compliance Under '5'
27. Pacific Power & LU 125 JATC, Substation Wireman 1187
M/S/C to find this program in compliance Under '5'
28. Peninsula Light Company Apprenticeship Committee 524
M/S/C to find this program in compliance Under '5'
29. Pierce County Meatcutters Apprenticeship Committee 92
M/S/C to find this program in compliance for numbers for females and minorities
Direct this program to work with their consultant to bring their paperwork in
compliance in a timely manner and the apprenticeship consultant will bring the
results to the April apprenticeship council sub committee meeting
30. Pierce Transit/ATU Local #758 Apprenticeship Committee 300
M/S/C to find this program in compliance Under '5'
31. Power Line Clearance and Tree Trimmers Apprenticeship Committee 210
M/S/C to postpone this review until July 2006.
32. PUD #1 of Wahkiakum County Apprenticeship Committee 505
M/S/C to find this program in compliance, Under '5'
33. Puget Sound Energy Company Apprenticeship Committee 83
M/S/C to find in compliance for numbers and good faith effort for females.
34. Seattle/Tacoma Millmen and Cabinet Makers Apprenticeship Committee 407
M/S/C to find in compliance Under '5'
35. Sequim Vision Clinic 621
M/S/C Put this item on the agenda for the April council meeting to cancel
36. South Puget Sound Carpenters Joint Apprenticeship and Training Committee 295
M/S/C to find this program in compliance with numbers for minorities and good faith
effort for females.
37. Southwest Washington Pipe Trades Apprenticeship Committee 405
M/S/C to find this program out of compliance and there needs to be an action plan
brought before this committee at the April Council meeting.
38. Sprinkler Fitters Apprenticeship Standards 286
M/S/C to find this program in compliance for good faith effort for minorities and out
of compliance for females and require this program to bring an action plan to the July
subcommittee meeting.

39. Washington Public School Classified employees Apprenticeship Committee 188
M/S/C to find program in compliance with numbers for females and good faith effort for minorities
40. Washington State Cosmetology Apprenticeship Committee 569
M/S/C to find this program in compliance for numbers for minorities and females and they are not in compliance for the administrative responsibilities and direct their consultant to work with them to bring them in compliance and bring this information back to the April subcommittee
41. Washington State Culinary Arts Apprenticeship Committee 137
M/S/C in compliance with numbers for minorities and females; and commend this program for the good work.
42. Washington State Department of Labor and Industries/Classified Employees Joint Apprenticeship and Training Committee 1358
M/S/C to find this program in compliance for numbers with females and minorities
43. Washington State Fire Fighters Apprenticeship Committee 1499
M/S/C to find this program in compliance with numbers for minorities and out of compliance for females. This program needs to submit an action plan and report back to this committee in Spokane in April.
44. Western Washington Carpet, Linoleum & Soft Tile Layers Apprenticeship Committee 107
M/S/C to find this program in compliance with numbers for minorities and good faith effort for females
45. Western Washington Painting, Decorating and Drywall Apprenticeship Committee 73
M/S/C to find this program in compliance with numbers for minorities and good faith effort for females

Discussions:

a. Action for the Department:

Direct the Department to classify all occupations from the DOL to the current SOC codes.

M/S/C to approve January 20, 2006 Compliance Review & Retention Subcommittee minutes

WSATC Tribal Liaison Subcommittee

COUNCILMEMBER TOULOU reported that he invited representatives from the Colville, Spokane, Kalispell tribes here today just to witness the inner workings of the Council and become familiar with the members and various people. And, hopefully, get them connected with local Apprenticeship Coordinators for the building trades, and get them started communicating.

Also, the Subcommittee will have a booth set up at the Tulalip Hotel Project Job Fair on the 25th in Tulalip, Washington, for much of the same purpose, make our presence known and provide information to the local hotels and contractors. Although we have not had a Subcommittee official meeting yet, we plan on having one in the next 30 days.

WSATC Annual Report Subcommittee

COUNCILMEMBER CRANE reported that the Draft 2005 Annual Report for the Washington State Apprenticeship Council is available for people to pick up on the handout table.

M/S/C to approve

WSATC Reciprocity Subcommittee

VICE-CHAIR CROW stated that they will be meeting this afternoon at 3:00 in this same meeting room.

WSATC Special Subcommittee

VICE-CHAIR CROW addressed the Chair – this may be the right time to interject - last quarterly meeting we discussed a problem with the electrical apprenticeship versus trainee in sound and communications for one area of the state that was having problems.

We set a time line to have some meetings before the July session. Now that the legislature's over, we have time for those meetings. A Subcommittee of participants that's going to study this issue and give us advice on which way we should go to solve the problem.

Hopefully, we can have one or two meetings and get this thing done so we have a recommendation for the July quarterly meeting.

WSATC Strategic Planning Subcommittee

NO REPORT

WSATC Tie-Breaker Subcommittee

NO REPORT

WSATC WAC/RCW Policy Subcommittee

NO REPORT

WSATC "Final Order" Status Report

"Final Order" Status Report distributed at the Executive Session.

WSATC Members

COUNCILMEMBER LINK announced that he was scheduling a meeting, through his office, with business managers of his affiliated unions with the new director at the State Board of Community Colleges, Charlie Earl.

VICE-CHAIR CROW reported that there is an upcoming issue on some rule-making for Employment Security Department. And there was some erroneous information got out there that the Apprenticeship Council had endorsed a rule change for Employment Security that affects registered apprentices. We want to correct the record that the Council did not make such endorsement of a rule change.

So the participants that have apprenticeship programs, I'm sure, will get the word out of when the Employment Security Department rule-making hearings are taking place. We will be participating.

This Council did not make any recommendations, as far as anybody on the Council knows. I just wanted to correct that information that you may have gotten by e-mail or in printed form.

COUNCILMEMBER CRANE reported as Director of Port Jobs in Seattle, we have just completed a statewide study of women in Apprenticeship, looking at the last 12 or 14 years of Apprenticeship.

One of my staff members, Stephanie Kellner, who is our Researcher, is here to do a brief presentation.

Stephanie Kellner, the Researcher and Program Developer with Port Jobs, very briefly shared findings from a study that they were wrapping up on women in construction. She shared a story about an apprentice that she talked to through doing the study. This apprentice is a single mother with two children and was working as a waitress earning minimum wage. She had had some trouble with a domestic violence situation. After she got out of that, she ended up on public assistance.

Through that process, she heard about ANEW and went through ANEW's Pre-apprenticeship Training Program. Afterwards she graduated, and she was accepted into an apprenticeship program. And what she told me was that literally overnight she went from earning minimum wage to earning more than \$16 per hour. She's now a third-year apprentice making over \$23 an hour with full benefits for the first time for her and her children.

The final report is to be done by the end of next month (May). It's going to be available on the website, which is www.portjobs.org.

UNFINISHED BUSINESS:

1. CITC - CONSTRUCTION EQUIPMENT OPERATOR

M/S/C to approve the Committee, as proposed by CITC, at the February 16, 2006 hearing, a motion to approve the amendments to the Standards to indicate that the Related Supplemental Instructions shall consist of 60 to 80 percent practical training, skill training, or seat time, and to amend the disciplinary procedures to be consistent with WAC 296-05-009.

NEW BUSINESS:

NEW STANDARDS:

2. CITY OF MILTON PUD & IBEW #483 JOINT APPRENTICESHIP TRAINING COMMITTEE

Line Electrician	(DOT 821.261-014) (SOC 49-9051.00)	7,000 hours
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M/S/C to approve

3. ELECTROCOM

Sound and Communications Technician	(DOT 829.281-022) (SOC 49-2022.03)	8,000 hours
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M/S/C to approve their request for the 8,000 hours

4. NSCA WASHINGTON STATE EST APPRENTICESHIP COMMITTEE

Electronic Systems Technician	(DOT 823.261-901) (SOC 49-2022.03)	8,000 hours
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M/S/C to approve

5. WESTERN MASONRY APPRENTICESHIP COMMITTEE

Bricklayer	(DOT 861.381-018) (SOC 47-2021.00)	6,000 hours
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M/S/C to approve with the drug test being placed under 'physical' in the standards

REVISED STANDARDS:

6. CHELAN COUNTY PUBLIC UTILITY DISTRICT NO. 1 APPRENTICESHIP COMMITTEE

ADD OCCUPATION:

Waterman (DOT 954.382-018) 6,000 hours

Section IV: Term of Apprenticeship

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

Section XI: Committee – Responsibilities and Composition

Generation Mechanic:

Section VIII: Work Processes

M/S/C to approve

7. COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

Section I: Geographical Area Covered (verbiage only)

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

Section X: Administrative/Disciplinary Procedures

M/S/C to approve with addition of Columbia Basin Community College

8. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON (Construction Electrician)

Section X: Administrative/Disciplinary Procedures

M/S/C to approve

9. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON (Heating/Air Conditioning Installer and Service)

Section I: Geographical Area Covered

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

Section X: Administrative/Disciplinary Procedures

M/S/C to refer to an adjudicative hearing conducted by the Council to be held as quickly as possible; all of the objectors with standing in the proposed geographical area be notified to participate; at that time, the hearing officer can rule if their objections are valid and clarify the counties that CITC standards would want to represent; also, a further definition in terms of standing for other objectors and whether or not they actually have standing and the reasoning behind them being denied standing.

10. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON (Plumber)

Section X: Administrative/Disciplinary Procedures

M/S/C to approve

11. EASTERN WASHINGTON – NORTHEAST OREGON PIPE TRADES APPRENTICESHIP COMMITTEE

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

Section VI: Ratio of Apprentices to Journey Level Workers

Section IX: Related Supplemental Instruction

M/S/C to approve with addition of Columbia Basin Community College

12. FRANKLIN P.U.D. – LOCAL 77 IBEW APPRENTICESHIP COMMITTEE

ADD OCCUPATION:

Substation Electrician

Section I: Geographical Area Covered (verbiage only)

Section IV: Term of Apprenticeship

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

M/S/C to approve

**13. INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL #280
APPRENTICESHIP COMMITTEE**

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity
Plan

A. Selection Procedures

B. Equal Employment Opportunity Plan

M/S/C to approve

**14. NORTHWEST WASHINGTON ELECTRICAL INDUSTRY JOINT APPRENTICESHIP
AND TRAINING COMMITTEE**

Section II: Minimum Qualifications

Section VII: Apprentice Wages and Wage Progression

M/S/C to approve

**15. NORTHWEST WASHINGTON PIPE TRADES APPRENTICESHIP
COMMITTEE**

Section VI: Ratio of Apprentices to Journey Level Workers

M/S/C to approve the 2:1 Apprentice-to-Journeyman ratio for Residential Plumber for a three-year trial period. At the end of the three years, the Department will be asked to report to the Council any adverse impacts on apprenticeship training. If the program can achieve a 50 percent or better retention rate and the impact report is minimal, the Council will consider an extension for permanent approval to ratio change request. The Council reserves the right to rescind the 2:1 ratio, during the trial period, if the change causes serious complaints or impacts on residential plumber training on residential apprentices. The program will be required to provide any requested reports from the Department.

**16. PUGET SOUND ELECTRICAL JOINT APPRENTICESHIP AND TRAINING
COMMITTEE**

Section X: Administrative/Disciplinary Procedures

M/S/C to approve

**17. SEATTLE AREA PLUMBERS, HOUSING PLUMBERS, PIPEFITTERS,
REFRIGERATION, AND MARINE PIPEFITTERS APPRENTICESHIP COMMITTEE**

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

M/S/C to approve

**18. SEATTLE MARINE ELECTRICAL WORKERS APPRENTICESHIP COMMITTEE
NAME CHANGE TO:
GREATER PUGET SOUND ELECTRICAL WORKERS APPRENTICESHIP
COMMITTEE**

ADD OCCUPATION:

Electrical-HVAC/R (SOC 49-9021.01) 8,000 hours

- Section I: Geographical Area Covered
Section II: Minimum Qualifications
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures
Section IV: Term of Apprenticeship
Section V: Initial Probationary Period
Section VI: Ratio of Apprentices to Journey Level Workers
Section VII: Apprentice Wages and Wage Progression
Section VIII: Work Processes
Section IX: Related Supplemental Instruction

M/S/C to refer to an adjudicative hearing conducted by the Council

**19. SOUTH PUGET SOUND CARPENTERS JOINT APPRENTICESHIP AND
TRAINING COMMITTEE**

- Section X: Administrative/Disciplinary Procedures

M/S/C to approve

20. WESTERN WASHINGTON SHEET METAL JATC

- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

M/S/C to approve

21. YELM SCHOOL DISTRICT #2 APPRENTICESHIP COMMITTEE

Opening Paragraph

- Section II: Minimum Qualifications
Section V: Initial Probationary Period
Section VII: Apprentice Wages and Wage Progression
Section IX: Related Supplemental Instruction
Section X: Administrative/Disciplinary Procedures

M/S/C to approve

CANCELLATION OF APPRENTICESHIP COMMITTEES:

22. CITY OF OLYMPIA PARKS, ARTS AND RECREATION #1768 (Sponsor request)

M/S/C to approve cancellation

CANCELLATION OF APPRENTICESHIP STANDARDS:

23. ENVIRONMENT CONTROL (Sponsor request)

24. GRAYS HARBOR PAPER L.P. APPRENTICESHIP COMMITTEE (Sponsor request)

**25. IATSE #15 THEATRICAL STAGE TECHNICIAN'S APPRENTICESHIP
COMMITTEE (Sponsor request)**

**26. KING COUNTY METRO/AMALGAMATED TRANSIT UNION, LOCAL 587
APPRENTICESHIP COMMITTEE (Sponsor request)**

27. LENSRAFTERS (Department request)
28. MONIER LIFETILE LLC (Department request)
29. NORTHWEST PACKING MAINTENANCE ELECTRICIAN/ELECTRONICS (Department request)
30. NORTHWEST WASHINGTON CARPET, LINOLEUM & SOFT TILE APPRENTICESHIP COMMITTEE (Department request)
31. RAINIER OPTICAL (Department request)
32. SEQUIM VISION CLINIC (Department request)
33. UNIVERSITY OF WASHINGTON INSTRUMENT MAKER APPRENTICESHIP (Sponsor request)

M/S/C to approve items 23 – 28 and 30 – 33 for cancellation.

The above motion was originally read into the record, but is incorrect.

Due to typographic error, Nr. 30 was not supposed to be canceled but action on this was deferred until the July 2006 WSATC Meeting:

Correct Motion should have read: M/S/C to approve items 23 – 29 and 31 - 33 for cancellation.

This corrected motion will be read into the record at the July 2006 meeting.

ADMINISTRATIVELY APPROVED REVISIONS:

STANDARDS

34. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON (Construction Electrician)

Section IX: Related Supplemental Instruction

Add College: Clark Community College

35. FERRY COUNTY P.U.D. NO. 1 APPRENTICESHIP COMMITTEE

COVER: REVISE DOT to read as new Federal SOC (Standard Occupational Code):

Lineman (SOC 49.9051.00)

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

B. Equal Employment Opportunity Plan

Section IX: Related Supplemental Instruction

36. INLAND EMPIRE ROOFERS AND EMPLOYERS APPRENTICESHIP COMMITTEE

COVER: REVISE DOT to read as new Federal SOC (Standard Occupational Code):

Rofer (SOC 47.2181.00)

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

B. Equal Employment Opportunity Plan

Section IX: Related Supplemental Instruction

37. INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL #280 APPRENTICESHIP COMMITTEE

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

38. LAKEVIEW LIGHT & POWER AND IBEW LOCAL UNION #483

Section IX: Related Supplemental Instruction

39. NORTH PUGET SOUND CARPENTERS JATC

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

40. NORTHWEST LINE CONSTRUCTION INDUSTRY JATC

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

41. NORTHWEST WASHINGTON PIPE TRADES APPRENTICESHIP COMMITTEE

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

42. SOUTHWEST WASHINGTON PIPE TRADES APPRENTICESHIP COMMITTEE

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
B. Equal Employment Opportunity Plan

**43. SPOKANE HOME BUILDERS ASSOCIATION, INC. APPRENTICESHIP COMMITTEE
CHANGE NAME OF SPONSOR TO READ:**

**SPOKANE HOME BUILDERS ASSOCIATION APPRENTICESHIP COMMITTEE
COVER: REVISE DOT 860.381-026 to read as new Federal SOC 47-2031.01**

Section IX: Related Supplemental Instruction

44. WASHINGTON STATE DEPARTMENT OF CORRECTIONS

ADDENDUM: faculty listing

COMMITTEES; SUBCOMMITTEE; TRAINING DIRECTOR/ COORDINATOR

45. ALCOA INDUSTRIAL MAINTENANCE ELECTRICIAN JATC

Section XI: Committee – Responsibilities and Composition

46. ALCOA INDUSTRIAL MAINTENANCE MECHANIC JATC

Section XI: Committee – Responsibilities and Composition

47. BOEING/IAM JOINT APPRENTICESHIP COMMITTEE , THE

Section XI: Committee – Responsibilities and Composition

48. C-TRAN/MACHINIST LOCAL #1374 APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

**49. CITY OF RICHLAND, ENERGY SERVICES DEPARTMENT, LOCAL UNION 77,
IBEW APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition

50. COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

Section XIII: Training Director/Coordinator

**51. COLUMBIA RURAL ELECTRIC ASSOCIATION, INC. APPRENTICESHIP
COMMITTEE**

Section XI: Committee – Responsibilities and Composition

**52. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON
(Construction Electrician)**

Section XI: Committee – Responsibilities and Composition

- 53. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON (Plumber)**
Section XI: Committee – Responsibilities and Composition
- 54. COWLITZ AND WAHKIAKUM COUNTIES ELECTRICAL WORKERS APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 55. EASTERN WASHINGTON AND NORTHERN IDAHO PAINTERS AND ALLIED TRADES APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
Section XIII: Training Director/Coordinator
- 56. EASTERN WASHINGTON – NORTHEAST OREGON AREA PIPE TRADES APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 57. GEORGIA PACIFIC AND THE AWPPW LOCAL #5 APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
Section XIII: Training Director/Coordinator
- 58. GRANT COUNTY PUD NO. 2 APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
Section XIII: Training Director/Coordinator
- 59. HANFORD FIRE DEPARTMENT APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
Section XIII: Training Director/Coordinator
- 60. HOQUIAM FIRE DEPARTMENT APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 61. INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 280 APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 62. KENT FIRE FIGHTERS APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 63. LU 112 – NECA ELECTRICAL APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 64. MCCLEARY LIGHT, POWER LIGHT AND POWER MAINTENANCE APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 65. NORTHEASTERN WASHINGTON-NORTHERN IDAHO SHEET METAL APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 66. NORTH PUGET SOUND CARPENTERS JATC**
Section XI: Committee – Responsibilities and Composition
- 67. OHOP MUTUAL LIGHT COMPANY AND IBEW #483 APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 68. OPERATING ENGINEERS REGIONAL TRAINING PROGRAM JATC**
Section XI: Committee – Responsibilities and Composition

- 69. PIERCE COUNTY ROOFERS APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 70. PUGET SOUND ELECTRICAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 71. QUINCY FOODS, LLC – INDUSTRIAL MAINTENANCE**
Section XI: Committee – Responsibilities and Composition
- 72. SAINT GOBAIN CONTAINER/GMP IN-PLANT APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 73. SEATTLE AREA PLUMBERS, HOUSING PLUMBERS, PIPEFITTERS, REFRIGERATION, AND MARINE PIPEFITTERS APPRENTICESHIP COMMITTEE**
Section XII: Subcommittee
- 74. SEATTLE AUTOMOTIVE MACHINISTS APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 75. SOUTH PUGET SOUND CARPENTERS JOINT APPRENTICESHIP AND TRAINING COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 76. SOUTHWEST WASHINGTON PIPE TRADES APPRENTICESHIP COMMITTEE**
Section XIII: Training Director/Coordinator
- 77. WASHINGTON PUBLIC SCHOOL CLASSIFIED EMPLOYEES APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 78. WASHINGTON STATE DEPARTMENT OF CORRECTIONS**
Section XI: Committee – Responsibilities and Composition
- 79. WASHINGTON STATE DEPARTMENT OF TRANSPORTATION JATC**
Section XI: Committee – Responsibilities and Composition
- 80. WESTERN STATES BOILERMAKERS APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
Section XIII: Training Director/Coordinator
- 81. WESTERN WASHINGTON LATHING, ACOUSTICAL & DRYWALL SYSTEMS & THERMAL INSULATION INSTALLERS APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 82. WESTERN WASHINGTON MILLWRIGHTS**
Section XI: Committee – Responsibilities and Composition
Section XIII: Training Director/Coordinator
- 83. WESTERN WASHINGTON PAINTING, DECORATING AND DRYWALL APPRENTICESHIP COMMITTEE**
Section XIII: Training Director/Coordinator
- 84. WESTERN WASHINGTON PILEDRIVERS, BRIDGE, DOCK & WARF BUILDERS APPRENTICESHIP COMMITTEE**
Section XIII: Training Director/Coordinator
- 85. WESTERN WASHINGTON PLASTERERS APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
Section XIII: Training Director/Coordinator

86. WEYERHAEUSER COMPANY APPRENTICESHIP COMMITTEE (Raymond)

Section XI: Committee – Responsibilities and Composition

87. YAKIMA FIRE DEPARTMENT FIRE MEDIC STANDARD

Section XI: Committee – Responsibilities and Composition

M/S/C to approve items 34 - 44

GOOD AND WELFARE

COUNCILMEMBER JOHNSON addressed the Chair regarding a result of the Governor's requested legislation on Running Start and the Council's participation in the development of curriculum, I'd like to propose a Resolution to the Council, pertaining to expanding apprenticeship opportunities for graduating secondary school students to enter apprenticeship through various rigorous high school curriculum development and direct-entry pathways to Washington State Approved Apprenticeship Programs:

Whereas, Apprenticeship programs enable individuals to earn while they learn career trades and occupations through a combination of on-the-job training and education with a supplemental instruction for skills improvement to keep current on innovative industry practices, including high tech instruction; **and**

Whereas, the Washington State Apprenticeship and Training Council has the statutory and regulatory responsibility for governing apprenticeship and training programs in the state of Washington. And the administrative arm of the WSATC is the Department of Labor and Industries; **and**

Whereas, the Washington State Apprenticeship and Training Council has authority to establish standards for apprenticeship programs and assist sponsors with local administration of education training programs; **and**

Whereas, some high schools in Washington State have established programs in partnership with local apprenticeship programs that allow students to earn high school credits through courses at high school. Upon graduation, the students who complete these programs can be eligible for entry into apprenticeship programs; **and**

Whereas, the construction industry is defined as strategic to the economic growth of a region or state; **and**

Whereas, the outlook for career opportunities in the construction industry is at an all-time high as an aging workforce retires and construction of Washington State's infrastructures and growing communities abound over the coming decades; **and**

Whereas, Governor Gregoire and the State Legislature have passed recent laws that call for apprenticeship utilization on publicly funded projects and to promote a renewed emphasis on transitions in apprenticeship education and productive collaborative partnerships between the Office of the Superintendent of Public Instruction, the Washington State Apprenticeship and Training Council, the State Board for Community and Technical Colleges, the Workforce Training and Education Coordinating Board, and apprenticeship program educators and technical educators in the public school system.

Therefore, be it Resolved, that the Washington State Apprenticeship and Training Council direct staff and necessary resources to comply with the directives set out in Second Substitute House Bill 2789 of the 2006 Washington State Legislature (Chapter 161, Laws of 2006) and approve and oversee the development of curriculum to expand

education opportunities for high school students to be prepared for state-approved apprenticeship programs in the construction industry and beyond.

VICE-CHAIR CROW made a motion to request that a subcommittee of the Council be created to take a look at selection procedures for apprenticeship committees and better define them so, when we have these issues of whether a committee is properly selected to represent the employees or the employer on these committees, that we have a policy that's easily understandable and easily we can determine if the committee has complied with the requirements.

Right now we have internal disagreements whether the committee has done the right thing. And it's not a good thing for this Council, and it's not a good thing for the programs requesting committees.

We need to get this clear so everybody knows exactly what the Council expects and that it complies with the WACs and RCWs.

CHAIRWOMAN NICHOLS appointed Susan and the two Dave's to this special subcommittee and would appreciate it if they would meet, before the next meeting, and come back with some recommendations for the Council.

COUNCILMEMBER JOHNSON added just as a footnote, I think it's particularly important that anything that we can do, as a Council, that will define problems that come up, so we don't have to revisit these issues in the future, is a commitment on the Council's part to move forward and to streamline the process, which is really what we're trying to do, and be more effective as a Council.

MS. OLSON, Construction Industry Training Council, thanked the Council for their hard work during the last couple of days. She too would like clarification. She appreciates this because it's very difficult when, every time a request is made, it ends up in some form of litigation. So as much clarity, as much definition as possible is greatly appreciated.

Maybe it's taken us to go through this to finally come to this point. She also wanted to make a comment that it stressed her yesterday, hearing some comments thrown out about substandard programs and shams. She felt maybe it was time that she personally invite the Council to come and see any one of their classes in their seven locations. They have over 50 classes that would love to have a visit from a Councilmember. At any time, you are invited to visit. She was going to have a formal time to invite all of the Council, however, she thinks it would be better, if you're going to be in an area that they service and have their classes.

Just phone Ms. Olson or Dave Perrin, VP of Education, to find out the times the classes are being held, go in and sit in and observe. We encourage you to do that. We have observations done a lot, certainly with our accreditation, our vocational standing. We're open and very much would love to have a visit from one of you and see for yourselves that there are good programs out there. And I, in fact, encourage you to visit any of the other programs.

I think it would be good for Apprenticeship, for the very people who are approving us to be able to have an opportunity to see the success that individuals are having because they're going through apprenticeship. We don't run during the summer because typically most of our apprentices are working and longer hours than usual. And so we run like a regular college: three quarters, nine months a year.

Also, I send you an invitation every year to graduation. Please consider that this year. I know Patrick's been and Nancy and some of our coordinators. It is a beautiful time to see, again,

success stories of apprentices who didn't think they could ever accomplish anything like this in their life. And their parents are there, and their children are there; their employers are there to see our vendors and contractors award them with prizes and gifts besides all the honors that they get. It's just truly a special, special time. So I'm going to personally invite you here. But you'll be receiving an invitation as well in the mail. We'd love to have you attend.

COUNCILMEMBER LINK announced that there will be Worker Memorial Programs around the state. Patrick, you're going to expand the worker Memorial Down at L&I. I think the meeting is Wednesday, 1:00, 2:00 o'clock? I'm not sure. I believe it would be afternoon. If anybody can participate in these Worker Memorial Programs, there's one in Bellingham; there's one in Tacoma; there's one in Spokane. You know, it's a sad day when you go out and have to see the families of people who get killed and injured on the job. So I hope everybody can participate.

VICE-CHAIR CROW had one last thing to say: I want to thank the L&I staff, who's done a wonderful job of putting together all of the materials that we have to go through to review the programs and also the compliance reviews. It's a tremendous amount of work. A lot of people may not realize how much is going on. But if you look at that cart at the back there, that's only half full because we've got the other half. They do a heck of a lot of work to get us prepared so we have enough information available.

CHAIRWOMAN NICHOLS thanked Pete and was sure the L&I staff was. Thank you very much. And I'm sure they thank you, too. One of the things that we might need to look at in the near future is try to determine priorities for the kinds of information that we request. Michael Thurman isn't here. He should be in the ER for the amount of work that he does. But we will probably be looking at a prioritization of work so that we get the stuff that we really need the most, because I call up and say, "Hey, have you got this from 1990 to 2006?" And other council members do the same. And I know that all the staff tries to comply. And sometimes it's pretty tough because I'm only one of seven, and any of us can ask for things. So we'll try to take a look at that and balance how we are approaching the staff and the work that we ask you to do. But I concur with Pete. It's been incredibly useful. Other comments from the floor?

MR. SLUNAKER, with the Associated General Contractors of Washington, thanked the Chair and the members of the Council. I want to thank the Council for its investment in time, energy, and expertise to provide the service that you do to the Apprenticeship community. It's clear that there's a great deal of commitment from each and every one of you and of the many people that attend upon and are regulated by the Council. Having said that, I'd like to ask the Council to consider reinvigorating the WAC/RCW Committee to revisit some of the issues that have become apparent that need to be clarified, some of the matters that are reflected in litigation that has come before the courts that involve the Council in various programs, some of the other procedural things that have been addressed and we've had impacts on in matters before the Council during this quarterly meeting and others. If the Council were to make that commitment and to invite suggestions from anyone who is interested, I believe that, at the end of that process, we would have a good idea as to where we thought we were clear before, we weren't clearly clear. And we would be able to have a situation to avoid - that would allow us to avoid some of the potential difficulties that we've had to deal with over the last several months. And having - I was going to say suffered - but having served through the last effort, it was beneficial on many levels. Those of you who were around and participated will remember the difficult times we had at the beginning and the general feeling of success that we had at the end. I believe that's an investment of time and resources that Council should make once more.

Obviously, having made that suggestion, our organization and our industry will be happy to participate. I can't imagine that others that have concerns about - whether it's the administrative regs or the underlying statute itself - would not be willing to step forward and offer you their suggestions and their expertise. It's an activity I hope that the Council can commence; we can get going. And if we have to do some things legislatively, we can address those in 2007. Thank you.

Marvin Jenkins, on behalf of the Washington State Department of Transportation, extended special thanks to the Eastern Washington Apprenticeship Coordinators, the Associated General Contractors, Yakima Valley Opportunities Industrialization Center, Job Corps, Yakima Nation Tribal Employment Office for partnering in the Construction Career Day for high school youth, hands-on activities job fair type, that was held October 27th in Kennewick. Without the partners, the project wouldn't have been the success that it was. Over 400 youth participated in that event. I'd like to thank them, and a special thanks to Randy Johnson who drove all the way from Seattle to Kennewick with his bricks and mortar.

We are planning another Construction Career Day activity here in Spokane October 5 and 6, two days. We anticipate having over 600 youth. We are inviting members from the Council to come and attend and participate.

Again, the Apprenticeship community is involved in the planning. National Women in Construction Organization. Wayne, with the Associated General Contractors, is involved with the planning. Members from the community colleges are also, and high schools are involved with the Planning Committee. Anybody that would like to volunteer to serve on the Planning Committee, we do have open seats.

And, lastly, we are planning a Construction Career Resource Day at the Seattle Vocational Institute September 29th in Seattle. That event will involve contractors, apprenticeship coordinators, community-based organizations, banks, and lending institutions. That's to attract small businesses as well as those that are seeking employment opportunities in the construction trades

COUNCILMEMBER JOHNSON reported on the legislative conference they just had for the National Building Trades. He met with the entire congressional delegation in Washington, DC, from Washington State, both sides of the aisle. And for everybody's information, the activities around Apprenticeship in Washington State are being acknowledged, understood, and they know what we're doing here with Apprenticeship. They had sort of given me a message to bring back, as a member of the Council, to let everybody know that the efforts are being recognized on a national level as well. I thought that was extremely important. They were particularly proud on both sides of the aisle, that the construction industry in particular was so involved in Apprenticeship and the work that the Council and the coordinators were doing and the number of programs out there. So when it feels like we're all batting our head against the wall, people are paying attention.

(Adjourned at 9:32 a.m.)

DATE AND LOCATION OF NEXT MEETING:

JULY 20, 21, 2006

THE HEATHMAN LODGE
7801 NE GREENWOOD DRIVE

VANCOUVER, WASHINGTON, 98662

FUTURE MEETING SITES:

OCTOBER 2006	PASCO
JANUARY 2007	TUMWATER
APRIL 2007	SPOKANE
JULY 2007	VANCOUVER